



Draft: 5-23-14

Regional Economic Development Council of the Southern Tier

Implementation Strategy in Support of the Southern Tier Local Workforce Investment Board 2014 Regional Workforce Plan

Workforce Trends

The Workforce Development Work Group reviewed the most current labor force statistics and the analysis presented by Christian Harris from the NYS DOL Regional Office. The statistics and analysis report is attached as Appendix A. Below are highlights of the analysis.

- The workforce in the Southern Tier has shrunk during the period 2000-2014. There is a cause for concern because it is a possible indication of labor force attitude and discouraged workers who are not actively looking for jobs. It also is possible that this decline in the workforce is due to an aging population (baby boomers) leaving the workforce, out-migration of the young professionals, and some who have returned to school full-time. The issue of a shortage of qualified workers is important to the region's economic development success in terms of its ability to attract new businesses.
- Private sector employment has regained its footing on a regional basis; however, the Binghamton and Elmira areas continue to struggle and is seen most obviously in manufacturing and government jobs. Tompkins and Chenango County have been increasing steadily, with Steuben County being a leader in job creation in both the Southern Tier and the State of New York.
- The unemployment rate in the Southern Tier is now 7.0%, which closely matches NYS. This is down from a high of 9.1% in 2010. The rate is only 3.5% in Tompkins County. Unemployment is in several sectors including construction, office and administrative support, and production.

In addition, the Work Group reviewed and discussed the Southern Tier Local Workforce Investment Board 2014 Regional Workforce Plan as presented by Julia Matticks. This report includes recommendations from the LWIB's based on NYS Department of Labor data and the Empire State Development Corporation Industry Cluster Analysis for target business sector clusters and demand occupations. The Work Group discussed and made recommendations regarding an implementation component of this plan.

Recommendations

The Workforce Development Work Group recommends the Regional Economic Development Council adopt the following as its Workforce Development Strategy for 2014 that also will serve as the implementation strategy for the Southern Tier Local Workforce Investment Board 2014 Regional Workforce Plan.

1. Designate the Southern Tier's target business/industry sectors for 2014:
 - Health care
 - Transportation (manufacturing and assembly)
 - Clean energy
 - Advanced manufacturing
 - Agriculture
 - Travel and tourism
 - Research and technology development (higher education and private sector)
2. Adopt the Southern Tier Local Workforce Investment Board 2014 Regional Workforce Plan (Appendix B.).
3. Concur with the priority list of demand occupations for the entire Southern Tier Region for 2014, which appears on the website: LMI for Workforce Planning is available at:
<http://labor.ny.gov/workforcenypartners/lwia/lmi-for-workforce-planning.shtm>.
4. Adopt the following implementation plan that supports the Southern Tier Local Workforce Investment Board 2014 Regional Workforce Plan.
 - Align education with demand occupations and key economic development sectors: Community colleges, BOCES and other proprietary schools should focus on providing training opportunities in the targeted priority occupations.
 - Target training in sectors where there are CFA priority projects; i.e., recent hospitality and tourism projects.
 - Encourage businesses to maintain constant communication with the LWIB's about sources of training dollars other than the CFA process.
 - Collaborate with the LWIB's to develop a comprehensive list of state and local resources for workforce training, and the Regional Council will distribute it to area businesses, particularly CFA award recipients.
 - Link workforce training needs of Start-UP NY businesses with the LWIB's and academic institutions.
 - Work to make certain the target sectors, workforce training dollars and programs for Veterans are in close alignment with target demand occupations.

APPENDIX. A

Workforce Statistics and Analysis

May 2014

Labor Force. Simply defined, the labor force of the region includes the total number of residents employed, as well as the unemployed who are actively searching and available for work. A vibrant labor force, providing a skilled and ample workforce, is essential for the economic vitality of the Southern Tier. An analysis of recent and historical labor force trends is cause for concern in the region. In March 2014 (the most recent data available), the labor force of the eight-county Southern Tier Region stood at 308,100, the lowest level for the month in the current historical series dating back to 1990. The highest labor force count for March on record was 326,500 in 1999, 18,500 above the current level. Labor force levels have been stagnant or declining for the past 20 years. Recent trends indicate the labor force of the region declined 4,800 or 1.5% percent since March 2013, and 16,300 or 5.1% since March 2009. This recent four-year rate of reduction in the labor force was the third highest contraction among the ten Economic Development Regions of the state.

**Southern Tier Employment and Labor Force Trends
2000-2014**

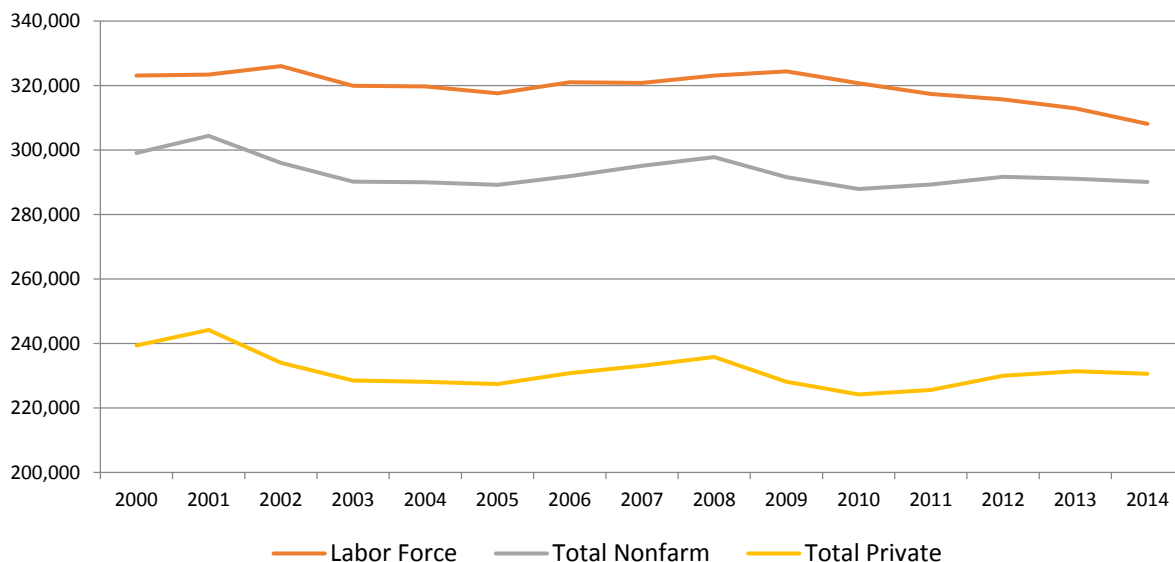


Figure 11: Source, New York State Department of Labor

The labor force is impacted by population trends, demographic shifts within the population, labor force participation rates and the general health of the economy. According to the U. S. Census Bureau, the population of the Southern Tier increased by only 0.1% between 2000 and 2010. Over the same period, the population 25-49 years of age, considered young and prime age workers, declined by 25,200 or 11.2%. Workers in these age cohorts typically have high labor force participation rates in the 80-85% range. The population 50-64 years of age, considered older workers, soared by 32,900 to 31.6% of the population. Workers in this age cohort typically have much lower labor force participation rates in the 55-75% range. In addition, the job market has been stagnant in the Southern Tier. From March 2008 to March 2014, the total number of jobs in the region contracted by 9,000 to the current 292,800. Flat population trends, an aging labor force and soft economic conditions have all negatively impacted the labor market in the Southern Tier.

Unemployment. The unemployment rate in the Southern Tier stood at 7.1% in March 2014, ranking fifth among the ten economic regions in New York State. Current levels are high by historical standards. Prior to 2009, July jobless rates in the Southern Tier were below 7% in 15 of the 19 previous years (back to 1990) and below 6% in eleven of those years. One county in the Southern Tier, Tompkins, has had the lowest unemployment rate in New York State for the past twelve years. As with health, education and income, the Southern Tier average is buoyed by this outlier.

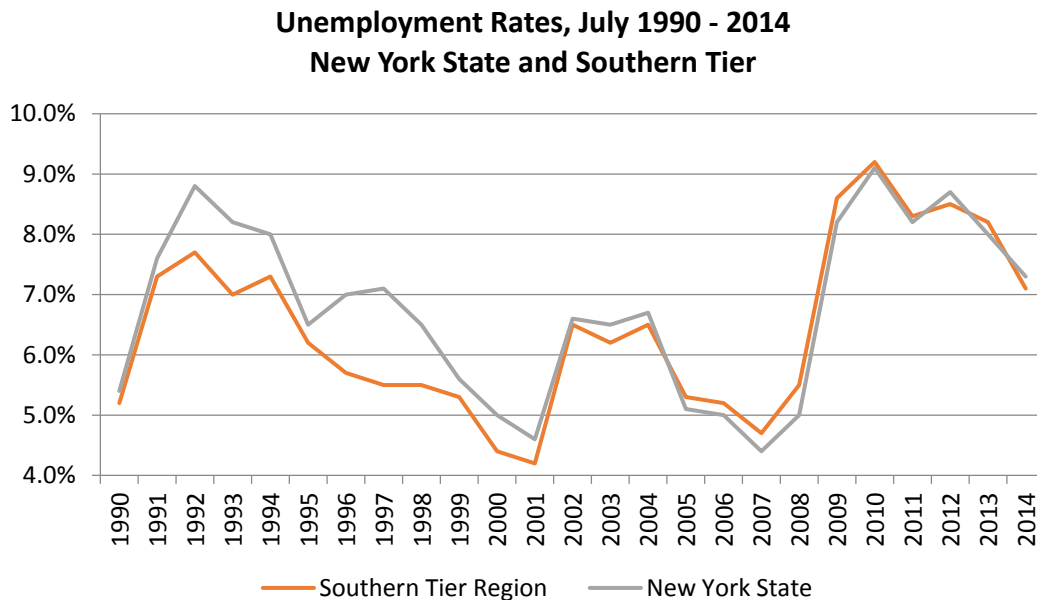


Figure 12: Source, New York State Department of Labor

An analysis of unemployment insurance (UI) beneficiaries provides insight on the characteristics of experienced workers who are currently jobless. As of May 2014, approximately 5,330 residents were collecting regular UI benefits in the Southern Tier. By occupational category, the largest share of those collecting benefits were involved in construction and extraction occupations (20.5%), followed by office and administrative support occupations (12.7%), and blue collar workers (12.2%). By educational attainment, the highest share had a high school diploma (42.1%), followed by those that had 1-3 years of college (31.3%). Approximately one in nine had a college degree (11.2%) and 15.4 percent did not graduate from high school. By age cohort, the highest distribution of UI beneficiaries was spread fairly evenly among young to middle-aged workers including those 25-34 years of age (24.2%), 45-54 (19.3%), and 35-44 (23.6%).

Southern Tier UI Beneficiaries by Occupational Category, May 2014

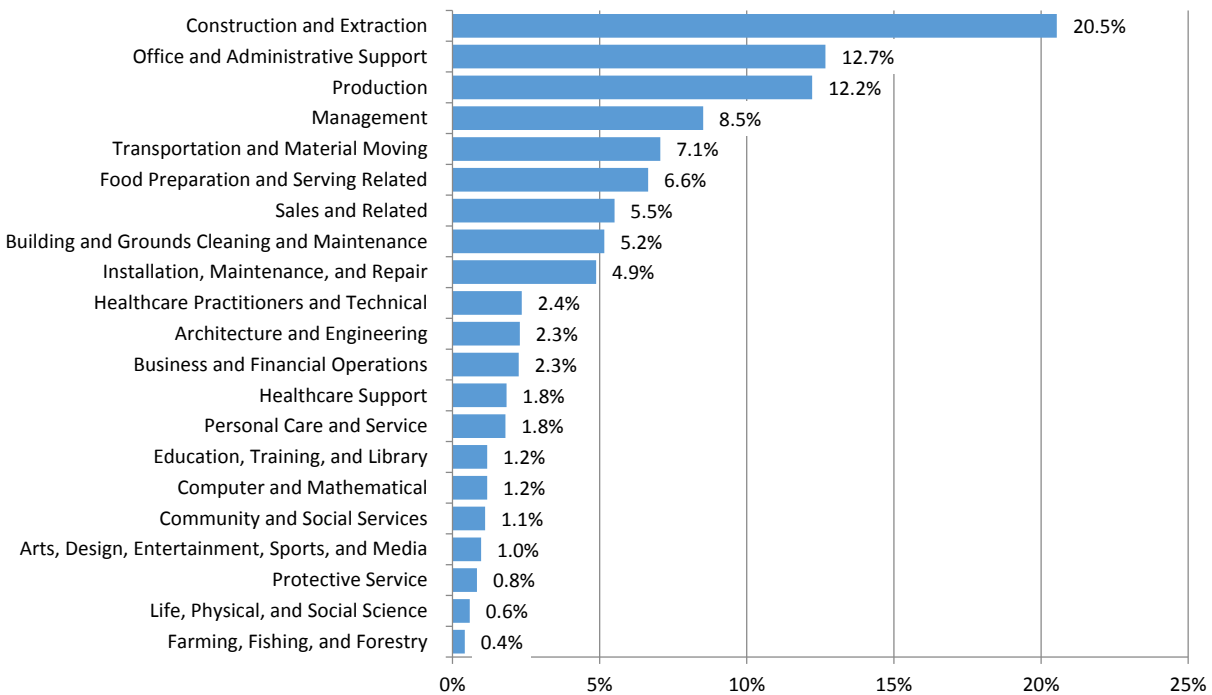


Figure 13: Source, New York State Department of Labor

Jobs by Sector. The industrial landscape of the Southern Tier has several unique characteristics presenting both opportunity and challenge. Despite a multi-year decline, with job levels cut substantially by the loss of over 16,800 jobs, the manufacturing sector of the Southern Tier is the strongest among all regions in the state. The share of total jobs centered in manufacturing stands at 13.4% in the region, 2.5 times higher than the statewide average (5.3%) and with jobs in the highest concentration among all economic regions of the state. Major manufacturers include Corning Incorporated, Lockheed Martin, i3 Electronics, Amphenol Corporation, BAE Systems – Platform Solutions, Raymond Corporation, MeadWestvaco, Alstom Transportation, CAF, Covidien and Chobani.

The Southern Tier's share of private educational service jobs, at 6.6% of all jobs in the region, is well above that of New York State (3.7%) and is also the highest among all regions of the state. This includes all private universities, colleges and schools and colleges, including Cornell University, Ithaca College and Elmira College.

The region also has a relatively high share of government jobs. Just over one in every five jobs (19.8%) are federal, state and local public sector positions staffing local school districts, community colleges, Binghamton University, municipal governments, and state and federal agencies. This share is also above the state average (16.0%). Only three economic regions in the state have a higher share of government jobs.

Distribution of Jobs by Industry, 1990-2010, Southern Tier

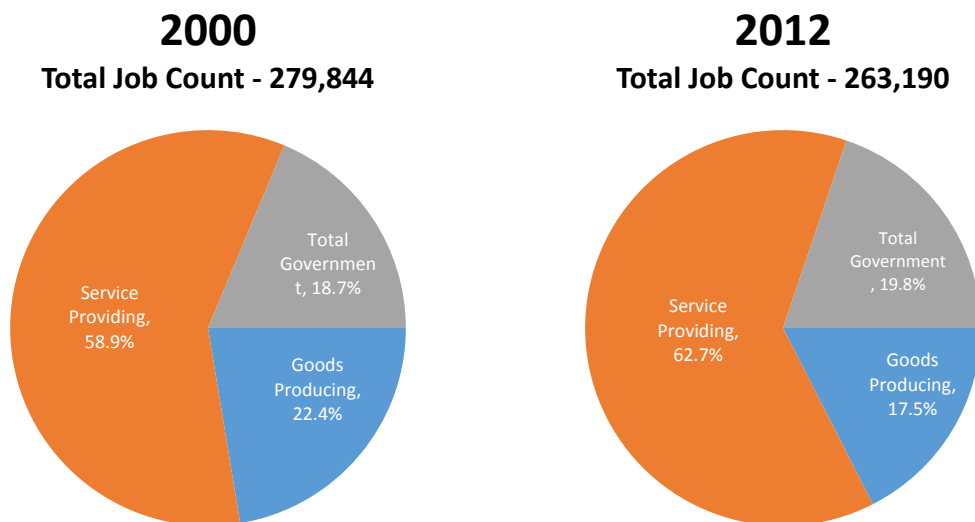


Figure 14: Source, New York State Department of Labor

On the downside, several high paying, service-producing industries in the region have a low share of jobs as compared with New York State. Only 3.7% of regional jobs are in professional and technical services compared to 7.0% in the state, and only 2.8 % of all jobs in the Southern Tier are concentrated in finance and insurance, half of the state's 5.8% share. Regional wages in professional and technical services averaged \$66,455 in 2012 while finance wages stood at \$57,064, well above the \$41,831 average for all workers in the Southern Tier.

Occupational Profile. The New York State Department of Labor maintains and updates the annual Occupational Employment Statistics (OES) Survey, which collects and aggregates information from approximately 52,000 New York State businesses. Employment and wage information is developed for 22 major occupational categories and hundreds of specific occupations. OES data for the Southern Tier indicate that over one half of all workers in the region are employed in just five occupational categories: administrative support (16.9%), education and training (10.2%), sales (9.2%), food preparation and service (8.2%), and production (7.9%). Some of these occupations, such as administrative support and sales, are common among a variety of industry sectors, and therefore, numbers classified in these categories are large. But others, such as education and production occupations, reflect the high concentration of jobs at higher educational institutions and manufacturing facilities in the region. Median wages in these common occupational categories range from a low of \$20,870 for food preparation and service to a high of \$51,490 in education and training.

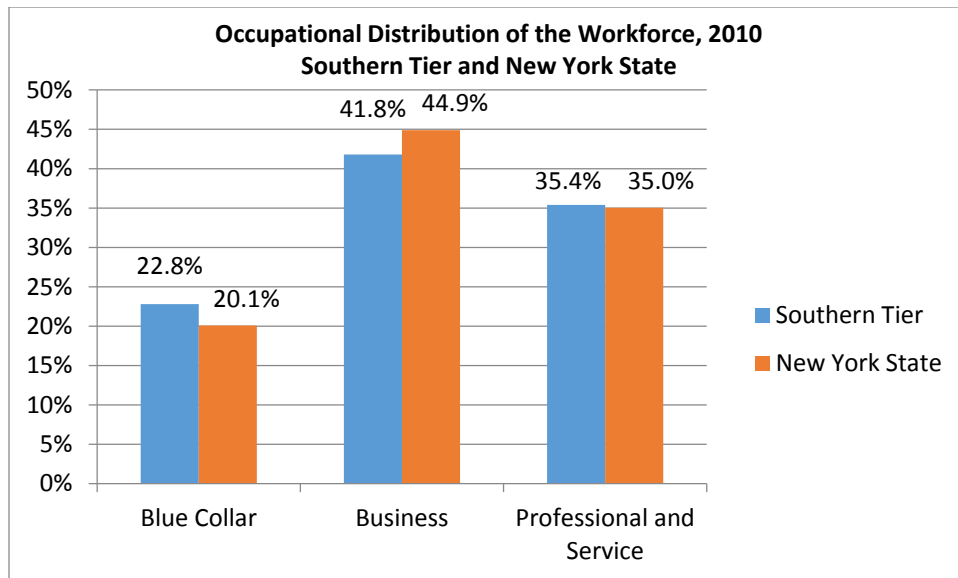


Figure 15: Source, New York State Department of Labor

Occupational categories with a much higher share of regional jobs as compared with New York State include architecture and engineering (3.1% vs. 1.2%), education and training (12.0% vs. 8.0%), and production (7.8% vs. 4.1%). Once again, this reflects the high concentration of manufacturing and education jobs in the region.

Wages. The New York State Department of Labor maintains two data series that track wages in the state. The Quarterly Census Employment and Wage (QCEW) aggregate data on firms, employment and payrolls covered by Unemployment Insurance Law. Overtime pay, bonus pay, and part-time workers are all included in the data series, therefore the wage information does not reflect straight time earnings. QCEW data for the Southern Tier indicate that the average annual wage in 2012 for all workers was \$41,831, nearly \$12,400 or nearly 30% below the statewide average. In ranking the ten economic regions from highest (1) to lowest (10) in average wages – the Southern Tier placed seventh.

The Occupational Employment Statistics (OES) survey derives wage information from businesses. OES data for the Southern Tier indicate that the median wage for a worker in 2010 was \$32,440, approximately \$6,900 or 18% below the statewide average. Only two regions in the state had a lower median OES wage.

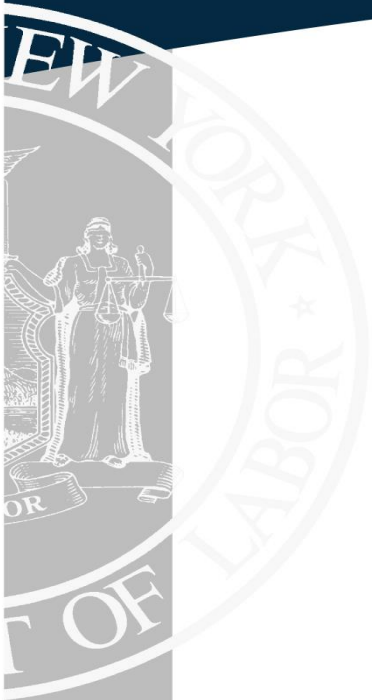
Payrolls. An analysis of payroll trends in the Southern Tier, which reflect the aggregate of all wages paid to workers, is optimistic when compared with the stagnant job growth trend over the past five years. From 2005 to 2012, the annual payroll of the region advanced by over \$1.6 billion or 17.7% to a total of \$11 billion. This growth rate exceeded the inflation rate of 16.4%, as measured by the Consumer Price Index for All Urban Consumers, indicating that the aggregate purchasing power of the region grew in real terms. The healthiest payroll gains in the private sector were posted in health and social services (+\$393.5 million of 23.7%), educational services (+\$175.5 million or 12.1%), and professional and technical services (+ \$154.0 million of 9.3%).

APPENDIX B.

Local Workforce Investment Board

Regional Workforce Plan: 2014

Southern Tier Local Workforce Investment Board 2014 Regional Workforce Plan



1. Labor Market Information for Workforce Planning

Labor Market Information (LMI) to support Local Workforce Investment Board (LWIB) regional workforce planning has been developed in a form that provides workforce planners an understanding of: (1) labor demand, or the occupational skills needed by businesses – immediately, short-term and long-term; (2) the labor supply, or availability of skilled workers in each of these labor markets; and (3) the education and community capacity to create skilled workers.

LMI for Workforce Planning is available at:

<http://labor.ny.gov/workforcenypartners/lwia/lmi-for-workforce-planning.shtm>.

This information includes: LWIB regional priority occupations; Regional Economic Development Council priority occupations; occupations in demand in current, short-term and long-term labor markets; and occupations associated with significant economic development projects.

2. Priority Sectors and Projects

- a. Sectors – Identify the priority sectors for the region and explain why each of these sectors was designated as a priority.

In conjunction with the NYS Dept. of Labor, Empire State Development Corporation conducted an Industry Cluster Analysis, which was utilized by the Southern Tier Regional Economic Development Council to identify those industry clusters most representative of the Southern Tier workforce. In the Southern Tier, industrial machinery and services, which includes manufacturers of electrical equipment, fabricated metals, instruments and machinery, ranked first in employment. The other industry sectors identified as a priority were: health care and social assistance, clean energy, advanced manufacturing and agriculture.

Using this research as a guideline and comparing this information to the communication received from the business community in the Southern Tier, the LWIBs established their demand occupation lists for training which aligns the current needs of the businesses with the strategic vision for economic development in the region.

- b. Projects - Identify regionally significant economic development projects or initiatives.

In Chemung/Schuyler/Steuben Counties, the following are recent regionally significant projects:

The Corning Museum of Glass will create a new front door for group visitors by transforming a secondary back entrance into the new International Motorcoach Entrance. The New Entrance will be an indoor/outdoor reception area designed to welcome visitors.

The INN at Corning project involves the demolition of an existing hotel and construction of a new five story, 125 room high end hotel. The INN at Corning will help revitalize the downtown waterfront and support the nearby Corning Museum of Glass.

Watkins Glen Middle School Project will renovate the former Watkins Glen Middle School to accommodate more than 55 low-income housing units and provide new community space in Watkins Glen.

First Arena Improvement project involves the substantial repair/replacement of major equipment in the First Arena in Elmira, including but not limited to the ice plant equipment and the installation of a new score board with video capability.

In Tompkins County, the regionally significant projects are:

Tompkins-Cortland Community College is creating a Farm to Bistro initiative. The project creates a working farm on TC3 college property in Dryden, NY and a culinary center in downtown Ithaca.

Cornell University is instituting a project to build a Downtown Ithaca Incubator. This project involves the renovation of a 9,000 sf building in downtown Ithaca to house Cornell University's new incubator, the Ithaca node of the Southern Tier Regional Innovation Hot Spot.

In Chenango/Delaware Counties, these are the regionally significant projects, the following are the regionally significant projects:

Rural Area Revitalization Projects (RARP) Program-Village of Walton: Through this program owners of buildings located on Delaware Avenue and Bridge Street may apply for grants of up to \$25,000 for projects to improve their buildings. The purpose of the RARP program is to provide financial resources to rural New York State communities for the restoration and improvement of commercial buildings. Projects will vary greatly from one property to another, but may include flood prevention and mitigation measures, such as; raising floor elevations, moving mechanical systems, improvements to help seal the building and other building modifications endorsed by the Village Flood Commission and Code Enforcement Officer. Although not the primary focus of the program, projects may also include improvements to residential apartments in mixed-use commercial buildings. Grant is administered by Delaware County Local Development Corporation (LDC).

Amphenol Retention Project: Delaware County IDA is in the completion phase of this project. Amphenol is completing their Energy Efficient Green building and hopes to start moving operations there in May. This project has retained the majority of jobs in Delaware County. CDO Workforce has assisted with recruitment of new employees. CDO Workforce hosted two very well attended professional job fairs in their Sidney and Norwich One Stop Centers.

Sportsfield Specialties: Delaware County Economic Development is working on an 8 million dollar expansion project. They are planning on putting on a 78 thousand square foot production facility and adding new production equipment. If this project goes through, Sportsfield will add 20-20 new jobs. CDO Workforce in partnership with Delaware County Economic Development will assist with recruiting, hiring and training new employees.

Catskill Food Company, LLC: STREDC Rural Initiative Program is loaning them money for start-up funds. They are a new company which will be a wholesale food company specializing in a line of all natural sausages. The project impact estimates the creation of 7 full time employees and 12 part time employees. CDO Workforce in partnership with Delaware County Economic Development will assist with recruiting, hiring and training new employees.

Natural Gardens, LLC: STREDC Rural Initiative Program is loaning them money for business expansion. They were established in October 2008. The goal of Natural Gardens, LLC is to have a

small working farm which promotes locally grown fruits and vegetables, locally raised livestock for meat & dairy. In addition, they plan to offer the farm for weddings and events and establish a retail brewery building on premises which utilizes their farm grown hops. 17 construction jobs are projected as a result of the project. 4-5 full time and 9-12 part-time jobs are projected as a result of the project. CDO Workforce in partnership with Delaware County Economic Development will assist with recruiting, hiring and training new employees.

Green Lumber: Energy efficient infrastructure development needed to power the lumber mill as part of the reestablished Green Lumber company.

Wassihickon: Acquisition and renovation of the former Wassihickon 20,000 sf water bottling facility to create a shovel-ready turn-key light manufacturing, warehousing or commercial facility.

NYSW Railroad Project working with Commerce Chenango: Damaged by flooding in both 2006 and 2011, the railway freight service from Utica to Binghamton has been absent of service for seven years. However, in 2014, businesses and industries along the route will be able to move products once again. Announced in May, the 6 million dollar project includes a \$4.7 million investment from EDA, \$770L from NYS Department of Transportation, \$150K for Chenango County, \$112,500 from the Development Chenango Corporation, \$85K from NYS&W and \$59K from the Chenango County IDA. This transportation development was promoted in STE's 2011 Comprehensive Economic Development Strategy.

Finally, in Broome/Tioga Counties, the regionally significant projects being pursued are:

Greater Binghamton Airport Utility Improvements, who's funding will support infrastructure improvements to the Greater Binghamton Airport park area, including extension of municipal sewer service to support the creation of a 1,000 acre shovel ready site. In addition, the existing airport sewer system is in frail condition, and has reached the end of its useful life.

Growing Spaces, Improving Lives is a project being accomplished by the NY Association for Retarded Children - Broome, Tioga. Phases 1 & 2 are complete. Funding request is for Phase 3, which includes the renovation of 25,575 sf for expansion of the day rehabilitation space. The program provides job training for persons with disabilities.

3. Aligning Business-led Partnerships and Resources

- a. LWIB Membership – Describe how the business membership of each of the region's LWIBs align with or support business representation of priority sectors and regionally significant projects or initiatives.

Currently the Southern Tier WIBs have 9 board representatives from the private sector that are involved in Advanced Manufacturing including 3 from the energy sector and 1 from technology. In addition we have 3 representatives from the agriculture/food processing sector, 5 representatives from the healthcare sector and 4 from the construction and skilled trades sector.

When filling future vacancies, preference will be given to appointing representatives from the Southern Tier REDC target sectors.

- b. Business Advisory Committees – Prepare an inventory of Business Advisory Committees established by community colleges, and describe LWIB involvement in these committees where applicable. Note that NYSDOL will create web-based mechanism to compile information on business advisory committees.

In the Chemung/Schuyler/Steuben Counties, Corning Community College has several committees within their Workforce Development Department which includes the input of local businesses to assist in planning for delivery of their trainings to the business community. CCC has not created a specific Business Advisory Committee in conjunction with the Job Linkage Program but the Executive Director of Workforce Development and Community Education for CCC is a member of Chemung-Schuyler-Steuben LWIB which facilitates regular communication on workforce issues between both organizations.

In Chenango/Delaware Counties, the following Business Advisory Committees are currently in place:

Delaware County IDA (Industrial Dev. Agency).Seeks to improve the quality of life in Delaware County by assisting businesses and industry for the purpose of retaining and expanding existing job opportunities, attracting new jobs, and stimulating the investment of capital in the county
Contact-Glen Nealis 607-746-8595.

Catskill Hudson Area Health Education Center-works with community –based partners to address healthcare professional shortages and healthcare workforce development. CDO Workforce representative is a Board member. Kathryn Reed is Executive Director, 845-883-7260, www.chahec.org

SUNY Delhi Perkin’s Advisory Council- Provides funding to enhance career and technical education at the associate level. Contact-John Nader-607-746-4540. CDO Workforce representative is a Board Member.

Human Service Councils-Chenango and Delaware Counties have Councils that are comprised of area community service and human service agencies. The functions of the Councils are to network, provide information and sharing of resources. CDO Workforce representatives are members of the councils.

Delaware County Economic Development-CDO Workforce has a unique relationship within Delaware County wherein Workforce services are included in assistance packages offered to new and existing businesses to incentivize and support projects focusing on business retention, expansion and development.

Delaware County Chamber of Commerce- Enhance your business, other businesses throughout the region and promote the economic well-being of the county. Chamber works with Business Networking, Media Partners, and acts as the voice of businesses through the non-partisan Government Affairs Committee.

DCMO BOCES- 2 Business Advisory Committees. One located at each school Harold Campus and Norwich Campus. Contact-Audrey Benkenstein 607-335-1216.

ONC BOCES- Business Advisory Committee Contact- Nicholas Savin- District Superintendent

Commerce Chenango-focuses on the Economic Development of the County
Development Chenango-Partner organization focused on supporting the economic development needs of Chenango County by providing area businesses with the resources they need to grow. Services include technical support, business planning resources, and relocation and/or expansion assistance.

Chenango IDA (Industrial Dev. Agency) a public benefit corporation of the State of New York, established to provide financial and other incentives to firms expanding or locating in Chenango County. CCIDA is an integral part of the comprehensive economic growth and organizational structure of Chenango County.

Business Improvement District Established in 1986 Organization essentially functions as a private sector organization, which enhances the safety, cleanliness, image and competitiveness of the downtown business district in the City of Norwich NY.

Delaware County Chamber of Commerce- Enhance your business, other businesses throughout the region and promote the economic well-being of the county. Chamber works with Business Networking, Media Partners, and acts as the voice of businesses through the non-partisan Government Affairs Committee.

In Tompkins County, the following Business Advisory Committees are currently in place:

TST BOCES Business Advisory Committee – The Tompkins County WIB Director is a member of this advisory committee and provides suggestions, assistance with populating the committee when needed. Contact – Tony DiLucci 607-257-1551

Tompkins Cortland Community College

TC3 has A.A.S. Program Advisory Committees in Accounting, Broadcast Production, Business Administration, Chemical Dependency, Computer Forensics, Computer Information Systems, Computer Support Specialist, Web and Mobile Application Design, Construction and Environmental Technology, Criminal Justice, Early Childhood, Electrical Engineering Technology, Entrepreneurship, Hotel and Restaurant Management, Human Services, Nursing, Paralegal, Office Management and Administration and Wine Marketing.

Tompkins County Chamber of Commerce - The mission of The Tompkins County Chamber of Commerce is to advocate for the free enterprise system and sound economic development, foster success for its for-profit and not-for-profit members, and promote a high quality of life for all Tompkins County residents.

Downtown Ithaca Alliance - The Ithaca Downtown Business Improvement District (IDBID), is a State of New York chartered 501c3 not-for-profit organization charged with the

revitalization, development, promotion, and management of downtown Ithaca. The IDBID operates as the Downtown Ithaca Alliance (DIA).

In Broome/Tioga County, the following Business Advisory Committee is currently in place:

SUNY Broome Workforce Advisory Committee.

Contact - The Director is Jan Hertzog (607)778-5054.

- c. Regional Economic Development Council (REDC) Planning – Describe how the region’s LWIBs coordinate with REDC planning.

In addition to the Southern Tier Region’s LWIBs review of the Regional Economic Development Strategic Plan, the Executive Director of the Chemung-Schuyler-Steuben LWIB sits on the board of the Southern Tier Regional Economic Development Corporation, which manages four revolving loan funds created with funding received from the Regional Economic Development Council through the CFA process. This integration allows for regular communication with the LWIBs in the region to align their programs with the current needs of the Business community and the strategic needs of the Southern Tier region as a whole.

The Tompkins County WIB Executive Director is a member of the Southern Tier Regional Economic Development Council Business Development and Entrepreneurship Workgroup and joins the other WIB Directors on the Workforce Development Workgroup.

The Southern Tier Regional Economic Development Council has utilized these workgroups to form the basis for their Strategic Plan.

- d. Other Business-led Partnerships – Describe how the any other business-led partnerships support workforce planning in the region.

The CSS, CDO and Broome/Tioga LWIBs work closely with Workforce Development Institute (WDI) whose primary mission is to provide supplemental funding to manufacturing companies throughout the State to improve efficiency, training incumbent workers and support retention and expansion projects. This collaboration requires regular outreach to the business community to assess their current needs and the gathering of this business intelligence helps focus planning for the region’s workforce in the future.

CSS Workforce has regular communication/interaction with the following Chambers of Commerce: Corning Area Chamber of Commerce, Chemung County Chamber of Commerce and Watkins Glen Chamber of Commerce. CSS regularly participates in the Business Education Roundtable monthly meetings held by the Chemung Chamber of Commerce and we have representation on the Business & Education committee of the Watkins Glen Area Chamber of Commerce.

CDO Workforce works closely with local business groups and chambers. Commerce and is represented on the Development Chenango Corporation. Chenango County representation on the Morrisville State College, Norwich campus advisory committee

The Tompkins Workforce Investment Board works closely with the Tompkins County Chamber of Commerce and Tompkins County Area Development. Both of these entities were involved in formulating our Workforce Strategy and supporting our regional workforce efforts.

4. New York State Career Center Services

- a. Business Services – Describe the NYS Career Center Regional Business Services Team’s capacity to broker the region’s demand and supply for skilled workers.

The Regional Business Services Team members have been working together to broker training for the region’s demand occupations by accessing all available funding to promote growth in REDC target sectors. OJT and customized training funds have been used to promote growth in advance manufacturing sectors and healthcare opportunities. We are committed to continuing to seek funding to provide training in the sectors of healthcare, advanced manufacturing, agriculture and food processing and construction and skilled trades so that we can continue to provide a skilled workforce to local and regional employers. In addition the business service representative work with local JSEC to provide human resource and workforce data to the business community.

- b. Worker Services – Describe NYS Career Center services to address unemployment in target populations.

The NYS Career Centers provide individual and group services to address unemployment in targeted populations. Some of the services provided are NYSDOL Labor Market Information, workshops in resume writing and interviewing, skill assessment, eligibility for training assistance, referral to partner agencies for appropriate services not offered in the Career Centers, access to specialized grant funding to work with target populations, etc...

- c. Labor Exchange – Describe how the NYS Career Center System brokers filling jobs.

The NYS Career Centers match employer needs with job seeker skills, work closely with eligible training providers to align offerings with skill needs, provide employers with customized recruitment opportunities

- d. Partnerships - Identify partnerships that help fill job openings.

New York State DOL, ProAction of Schuyler, Steuben and Yates, GST BOCES, AMERICORP, ACCESS VR, Experience Works, Department of Social Services, Chenango County Interagency Council, NYSDOL Veteran representatives and the Resource Center for Independent Living (RCIL), Challenge Workforce Solutions, TST BOCES, TC Action, Tompkins Hospitality Employment and Training Program.